

COMMAND PHILOSOPHY

This command philosophy is essentially a statement of my expectations of your conduct and performance at the AMEDDC&S and Fort Sam Houston. It communicates my values, style, priorities, preferences, and goals in order to help you do your job better. I expect us to get to know each other - - our families, our needs, our strengths, our weaknesses, our interests, our goals - - so that we are not a collection of individuals but an extended family ... *a team*.

Safety-- I care about each of you and have a personal concern for your safety. Safety is PARAMOUNT in everything we do. We as leaders are ultimately responsible for the safety of our personnel. We must use Composite Risk Management techniques to assess and control risks. We must emphasize safe practices; wear the proper safety equipment; watch for and correct unsafe conditions; and report those conditions to minimize reoccurrence.

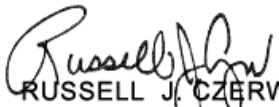
Taking Care of People (Personally and Professionally)-- Taking care of you will be my highest priority. I will expect and foster an environment of personal respect and dignity. Our families are an important and integral part of who we are, and they must have the support they need so that we are better able to concentrate on our job, particularly during deployments when we are not there to help. Supervisors will stress career development and provide guidance. Individual career development goals should be reviewed each time subordinates are counseled on their evaluations. Look for opportunities to reward your Soldiers and employees often and publicly. We will promote an environment in which each person feels welcome and is provided with the resources to grow professionally.

Mission Accomplishment-- Our mission remains to train and educate Warrior Medics and develop leaders equipped to meet the extreme demands of the contemporary operational environment. Our Warrior Medics and leaders deserve nothing less. Each of you plays a crucial role and shares in the importance of this mission. We will set ourselves up for success through effective planning and communicating the plan to those who need to know it. Learning is an integral part of our training and we will incorporate lessons-learned and the sharing of best practices. By this continuous process of planning, training, learning, and planning again, we promote an environment of continuous learning that benefits us individually and collectively, both personally and professionally.

Leadership—Good leadership takes effort, commitment and dedication. As leaders, we are our Soldiers' advocates, and must demonstrate a true caring for them and their family's welfare. Demand absolute integrity from all officers/noncommissioned officers and civilians. Use your chain of command. Set the standard and the example. Be, Know, Do. No leader enjoys surprises. Tell me as soon as possible if something good or bad is happening. I need to hear from you first and not from another organization.

I will act decisively on any moral/ethical violations. Do not abuse drugs or drive while intoxicated. Do not tolerate or commit sexual offenses, or engage in inappropriate relationships or spouse/child abuse.

Incorporate these things into your personal philosophy and you will be a respected leader. I expect everyone in this Command to serve your Nation with Honor and Respect. I am extremely proud to serve you and look forward to meeting many of you over the next few years.


RUSSELL J. CZERW
Major General, DC
Commanding